G. R. S. App. F. IX-4]

1949-50

File No. 33-46

Previous References.

(Elect)

Serial Nos. 40, 71, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 98.

Later References.

Elect 221-47 (1,2,3,4,5,6,8,9,10,11,12,13.)

" 130-52 (61, 71, 78, 98.)

GENERAL AND REVENUE SECRETARIAT

Serial Nos. Thirteen only)

Part B for August 1949.

SUBJECT.

Promotion of unqualified hands to grade Rs. 80-5-125 in Executive Establishment of the Electrical Department.

G.O.Eds. 347-49/Elect 33-46-94, Dated 26th July 1949.

To The Chief Electrical Engineer
" Comptroller to Govt. (Secretariat)
" Auditor, Electrical Department.

Sanctions the Statement showing the promotion of certain Executive Subordinates in grade Rs 50-5-100 to the grade of Rs 100-10-150 against vacancies available in this grade and also directs that supercessions should be avoided in promotions and that the previous approval of Government should invariably be obtained to supersede the senior men in such cases where this is found quite necessary.

R. P. Padmanabha Rao
21.9.49

Protection of unqualified hands etc.

App. P. III-2

General and Revenue Secretariat | File No. 3 of 194

Serial No.

5' cent

From the extract of the question list sent w/r it is seen that items 3) to 7) have not entered the Dept. during the years 1932, 1933, 1936 and 1937 and that items 3) and 4) have been drawing Rs 100/- from 1939 and 1941 1933 respectively. It is only items 1) and 2) that have put in very long service in the Dept, having entered service in 1924 and 1928 respectively.

2. Before considering these proposals it seems desirable to call for their Service Registers and Character Rolls to find out their work, proficiency etc. It is also necessary to know as to how the position of qualified hands, who joined service when these unqualified men joined, stands at present and whether by promoting these men the interests of the qualified men will suffer. Submitted for orders.

x/c
1) A.C. Kalyan
2) S.W. Bantleman
3) P. Periaswamy
4) G. Thirumala Rao
5) A.R. Krishnaswamy
6) N. Chandrasekhara Rao Naidu
7) T. Sundara Murthy

It is doubtful if we should ascertain C.E.E's disagreement now

Audit no; Gradation lists will have to be seen and certain instances audited by C.E.E. now

NOTE—Contn. Sheet

2) Kur 15/6/42

No. 2914 Bk 15.6.42 Saw

Promotion of unqualified hands to grade Rs 80-5-125 in executive Establishment

Secretariat File No. 33 of 1946-47 | General and Revenue Secretariat

Serial No. 2059 Secret

3) Caseworker to please see me with the gradation lists of Aug. 1941 and March 1944 referred to by the C.E.E.

R.R. 6.5.47

4) C.E.E.'s proposal involves the promotion of 7 unqualified ~~men~~ officials from the grade of 35-5½-80 to 80-5-125. G.O. No. E.D.S. 1756-8 d 23-12-46 stipulates that promotion of men should normally be confined to qualified hands and that promotion of unqualified hands requires sanction of Govt. Flag "J."

5) The reasons given by the C.E.E. are that items 1, 2 & 3 have shown "some" improvement of late, and that items 4, 5, 6 are recommended because of their eligibility by virtue of their seniority in the gradation lists of August 41 and March 1944. But it has to be stated that neither of these gradation lists was approved by Government. It is also seen that these three officials rank no. 25, 40, and 53 respectively in those lists. As we have still not received any gradation lists of the 80-5-125 and 35-5½-80 grades, it is not possible to verify the present rank. Nor has the C.E.E. stated whether the promotions of these men would affect prejudicially the claims of those who are qualified, and of others who may be senior to them in the grade of 35-5½-80.

WD 05238—GPB—15,000—8-1-47

Promotion of unqualified hands to grade Rs 80-5-125 in the Executive Establishment

App. F. III-2

General and Revenue Secretariat | File No. 33 of 1946-47

Serial No.

7053 Genl

OFFICE OF THE MINISTER FOR AGRICULTURE AND PUBLIC WORKS
21 MAY 1947
No. 9391

2, therefore, ~~file~~ consider that the promotions of these men will have to be deferred till up-to-date gradation lists duly verified by the Auditor, E.D., are received.

Min. (Rev.)

RL
21/5/47
KMC
21.5.47

6) I believe the C. E. E. is compiling a gradation list. He may be asked to send it early. Meanwhile ascertain from him, if the officers proposed for promotion are the senior most and if their promotion affects prejudicially the claims of those who are qualified and also those who may be senior to them.

L 7/6/47

KMC
9.6.47

7) A draft letter to the C Rev is put up for approval.

8) KMC 13.6.47

9) RL 13/6

KMC 16.6.47

10/6

16/6/47 approved by Secy

NOTE– Contn: Sheet

Promotion of unqualified hands to grade Rs 80-5-125.

Elect File No. 33 —— of 1946. 910 Elect

General and Revenue Secretariat

Serial No. 71

Issued in letter no EQS 4263/~~Elect~~ 33-46-71 dated 19th June 1947 to the C.E.E. requesting him to forward early the gradation lists relating to the grades of Rs. 80-5-12-5 & Rs 35-5/2-80 & also requesting him to intimate whether the officials now proposed for promotions are the seniormost & whether their promotion would effect prejudicially the claims of those who are qualified & also of those who are Senior to them.

10) Reminder may issue

RR. 24/8

Knr 25.8.47

Issued a Reminder in letter No Elect 639/Elect-33-46-R dated 26/8/1947

~~Issued a Reminder~~

Letter D.O. No. 615 dated the 25th November 1947 from the Chief Electrical Engineer.

States that on receipt of the gradation list for the grade of Rs 50-5-100 duly verified by the Auditor Electrical Send. the information called for will be furnished.

11) Submitted for perusal. The awaited receipt of the information will be ~~furnished~~.

The C.E.E. may now be reminded.

28/11 SA

Knr 7.12.47

RR. 10/12/47

Knr 10.12.47

WD 05238—GPB—15,000—8-1947

Promotions of unqualified hands to the grade of Rs. 80-5-125-

11) From the gradation list for the grade of Rs. 35-5/2-80 (since revised to Rs. 50-5-100) received from the CAO., it is seen that Messrs. A. C. Kalyan, S. W. Bakhteman, P. Kriathambi and G. Thirumala Rao are serial Nos. 2, 4, 7 & 8 in the gradation list and there are none who are qualified and waiting for promotions, as several of the juniors to the above officials have already been promoted to the next higher grade.

12) Mr. A.R. Krishnaswamy is serial No. 15 and there is no seniors to him waiting for promotion. Messrs. N. Chandrasekhara Rao Naidu and T. Sundaramurthy, are serial Nos. 21 & 66. The former has no seniors who have not yet been promoted, but whereas the latter has many seniors, who are also unqualified.

13) Submitted for orders.

29/1

(ii) The following is seen:

954/11/2

1. The proposals for promotion up to Mr. N. C. Chandrasekha Rao Naidu involve supersession of Messrs Menzes and Malleshayya, Sl.Nos. 5 and 22, the former of whom is not qualified and the latter is qualified (electrical engineering). The reason for this supersession is not explained.

15) 2. It is seen Sl.Nos. 9 and 17 Messrs Syed Jalaluddin and G. Rajasekhariah have already been promoted

though they are not qualified.

16) 3. The proposal to promote Mr. T. Sundaramurthy involves supersession of 15 men, two of ~~which~~ whom (S.Nos. 22 and 46) are seen to be qualified people. The reasons given for the promotion of Mr. Sundaramurthy do not seem to be adequate at all.

17) Besides, it is seen the promotion now recommended works out to one unqualified hand to 2 qualified hands. This is upto Mr. N. Chandrasekhara Rao Naidu. As the Government's intention is that unqualified hands should be promoted only in exceptional cases and generally qualified hands alone should be preferred for promotion to revised scales of Rs.100-10-150, it is a matter for consideration if some specific proportion like 1:4 or 1:5 should not belaid down to regulate the proportion of ~~promotion of~~ unqualified hands in relation to qualified hands.

Letter No.4682 dated the 28th February 1948 from the Secy. Furnishes the information required vide 1-6 Correspondence

Secy

Public Service Commission with Compliments

18) For remarks regarding A. The proportion of 1:5 may also be alright

BSC 16.2.48

Secy 16.2.48

OFFICE OF THE PUBLIC SERVICE COMMISSIONER BANGALORE. 17/2

Mr. S.N.

U.O. 75/47.8 P.S.C.

U.O.Note No.75/47-48.PSC. Dated, Bangalore, March 1948.

19) Returned with compliments.

20) Vacancies in grade Rs.80-5-125 are now filled up by promotion of Engineering Diploma and Certificate

Promotion of unqualified hands to grade Rs 80-5-125 since revised to Rs. 100-10-150 in the Executive Establishment.

Certificate holders and Graduates working in grade Rs. 35-5/2-80 in the ratio of 3:1 respectively. If it is desirable to promote deserving non-qualified officials by virtue of their experience and work in grade Rs. 35-5/2-80, the following proportion may be fixed for promotion to the next higher grade Rs.80-5-125:

1) 3 vacancies may be filled up by promotion of diploma and certificate holders;

2) 2 vacancies reserved for graduates;

3) 1 vacancy for experienced and deserving non-qualified officials working in grade Rs.35-5/2-80.

2) Promotions should be based on seniority subject to the maintenance of the communal ratio as far as possible i.e., 3 special to 1 general. This proviso is suggested to guarantee against communal inequality in higher grades, if promotions are made by seniority alone. If there are no deserving non-qualified officials available in grade Rs.35-5/2-80, the vacancies reserved for them may be filled up by promoting diploma and certificate holders.

J. L'Ombre Gunde.
Public Service Commissioner.

aln/-

3.

2) The proposed proportion for promotions to the grade of Rs. 100-10-150 is for orders. It might be stipulated that the promotions of these unqualified hands in the proportion suggested above, might have the prior approval of Govt. in each case, as

supercessions are too many. in the Dept

25/3 27) The letter of the Chief Electrical Engineer dated 28/2/48 which is a reply to this office letter dated 27-1-48 is for perusal along with the unofficial note of the Public Service Com. ~~Chief Electrical Engineer~~. According to the G.O dated 23-12-46 sanction of Govt is necessary in the lower grade to promote unqualified hands to the higher grade of the proposal of the Public Service Comm to be accepted. The Chief Electrical Engineer will have to be written to for forwarding revised proposals in terms of the decision of Govt

28/3/48 24) The C.E.E may perhaps be ~~unofficially~~ consulted regarding the PSC's purposes and the justification for supersessions referred to in paras 14 to 16.

A

Secy

RTC
11.4.48

25) A. I agree. Write to C.E.E

Secy 16.4.48
RTC
16.4.48

26) A draft letter to the CEE is put up for approval.

29/4 Secy 27) RTC
25.4.48

28) Issue

Dsc
27.4.48

RTC
27.4.48

2059/Q10/196 Promotion of Non-qualified hands - 9

General and Revenue Secretariat | File No. 1838 of 194 . | [App. F. III–2

Serial No.

NO E Dr 3543/Elect 33-46-88 dt 28.4.48

To

The C E E to Govt

B' Cov

Requests to furnish reasons for the supersessions as observed from C E E's letter dt 28.2.48 on the subject. Further inform of the suggestions put forward by the P.S.C. regarding the method to be adopted in filling up of Vacancies (promotional) and the proportion etc.

Sus A) 28/3/48 - 28/3/48

Letter No. 24/4 dated the 17th July 1948 from the Chief Electrical Engineer.

Offers his views in the matter

2) The CEE has explained at length the reasons for the promotions of Messrs. Syed Jallaluddin and G. Rajashekariah. It is seen that the CEE has made these promotions in preference to their seniors and no proper reasons have been made therefor, and the CEE states that if the promotions now under reference are made, the question of supersession will not arise. The other news item - 13 -

NOTE—Contn. Sheet.

10.

Promotion of unqualified persons to posts in grade Rs 100-10-150
910 J 1838 J 1946

File No. of 194 .

General and Revenue Secretariat

Serial No.

qualified men, are not deserving of higher promotions to hold the responsible posts in grade Rs. 100-10-150.

30). The CE is not agreeable to the proportion fixed for promotions to the grade of Rs. 100-10-150 and he states that the existing practice of promotions may continue.

31) Submitted for orders.

V.D. to P/ taking up for 27.7.46

22/7 24/7/46 32) The Chief Electrical Engineer has explained the objections referred to in paras 14 to 17 supra. It is seen the qualified hands have all since been promoted and his present proposals do not involve any supersession of qualified people. But, however, supersession of about 13 unqualified people is involved and no convincing reasons for this have been adduced.

33) There would be no objection to the proportion of to 1:7 being maintained as the ratio for promotion of non-qualified and qualified people provided it is rigidly adhered to.

for 5.8.46

Secy

34) For perusal.

35) The following points are noticed re. the Chief Electrical Engineer's proposals:-

1. The claims of the two men viz., items 1 and 22 (Sri Malleshayya) on Other Duty in the Public

Serial No.

Works Department are passed over stating that in case of Sl.No.22 he gave room for complaint but that he has been promoted later after this list was sent up.

In the case of Sl.No.1 Sri C.V. Gopaliah no reasons are given and he has since retired.

2. There are a number of supercessions for which the reason given is that they are not fit for the higher posts. In addition to the 18 men mentioned in his letter No.4682 dated the 28th February 1948 three others item No.16(qualified) and 44 and 46 are passed over. These three are Brahmins and 46 is stated to have been promoted later.

3. Though the proportion of 1:7 for promotion of non-qualified to qualified referred to in G.O. dated the 9th October 1943 is not strictly maintained, it is seen that nearly 45 qualified men in the list have been promoted already and this may, therefore, be perhaps accepted.

4. In the promotion of qualified hands also it is seen that seniority has not been the criterion for promotion. Men far lower down have been put up and promoted over the heads of qualified seniors, for example items 73,79,94,107 and (68 in the list of non-permanent hands). The promotions made by the Chief Electrical Engineer in the grade of Rs.100-10-150 may perhaps be forwarded for the information of Government, even though these are within his powers.

5. It is seen that out of the 7 officials

NOTE—Contn. Sheet.

Promotion of un-qualified men to the grade of Rs.100-10-150

File No. 196/Educl of 194

General and Revenue Secretariat

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proposed for promotion there is only one Brahmin candidate. As remarked by the Public Service Commissioner (para 21) the proportion 1:3 might probably be observed by proposing one more Brahmin candidate for promotion to this grade.

Office of the Minister for Law & Labour
No. 3176
Date 14/12

Office of the Minister for Law & Labour.
No. 3920
Date 10-1-49

Min for Law & Labour)
14/12/48
Dom 14/12

36) K.T.P 14/12

37) Submitted for orders whether the observations made above may be communicated to the Govt. and revised proposals called for on the above basis. A
15/12
16/12 Ch. Secretary)

38) Dom 20/12

39) For orders re. A.
Min for Law & Labour)
8/1/49.
Dom 8/1

40) Undoubtedly. call for revised proposals as at A. K.T.A 10/1

11.1.49
Dom 11/1

41) A draft letter to the Govt. is put up for consideration.
11/1
Ch Secretary)

43) Issue

42) Dom 13/1

Promotions of ex-qualified men to the grade of Rs. 100-10-150

13

General and Revenue Secretariat | File No. | of 194 | [App. F. III–2

1961/2509

Serial No.

No: EDS 2116/Pld-33-46-90

Dated 19th Jan 1949

To The Chief Electrical Engineer

Observe that the promotion of unqualified persons to grade Rs 100-10-150 they have overlooked the seniority of certain persons. Hence requests that all promotions made in the grade Rs 100-10-150 should be forwarded to the Govt for information; and also requests to add one more Mahaiya to Board-list to keep up the Statutory

Letter No 29775 dated the 28th February 1949 from the Chief Electrical Engineer

States that promotions are not made on Communal-proportion

44) The statement made by the CEE in para 2 of his letter viz. "that promotions made in the grade of Rs 100-10-150 ..... will not be specially furnished to Govt." is not quite correct, as the Govt are fully aware of the powers of the CEE in this behalf and have only requested him to forward these statements to them for their information. The statement of the CEE is for perusal

NOTE—Contn. Sheet.

14 Promotions of unqualified chaps to grade Rs. 100-10-150.

File No. 33. 196/2579 of 1946. | General and Revenue. Secretariat

Serial No.

and orders. The reply from the bde for the other posts will be awaited.

45) (A) may be done

Com 14/2

El. Secretary)

46) A may be done.

47) Para 4 of Supra. The Statement that 'promotions made in the grade of Rs 100-10-150 which are with in my powers of Sanction, will not be specially furnished to Govt. ---- is perhaps not suitable in sense in a communication to Govt. Govt have the inherent powers, it is believed, to call for any information they consider necessary.

Min for Law + Labour)

15/2/49

Com 15/2

48) I take it that what the C.S.S. means is that inasmuch as promotions made in grade 100-10-150 are within his powers a list of such promotions is not "ordinarily" furnished to Govt. meaning thereby that whenever Govt wants such a list it will be furnished. He may be asked to furnish a list & I expect he will comply. The word "specially" in his letter has caused this trouble.

49) Since he affirms that promotions are not based on Communal considerations his recommendations may be accepted after scrutinising the list.

P.S.P.

15/2

Min 16.2.49 Com 16/2

Office of the Minister for Law & Labour.

No. 5219

Date 15/2

2509/3196

Serial No.

50) A draft letter to the CEs in put up for consideration.

17/2/49 El Secretary)

51) Coon 18/2

52) Issue Hon 21.2.49

Coon 21/2

No. EDS 3215/Elect 33-46-92

Dated 26th Feb. 49

To The CEs

States that even though promotions to the grade of Rs. 100-10-150 are in their hands the Govt. they want a list of promotions he has made for their information. Hence requests that a list should be forwarded to Govt. with out fail.

Letter No. 4982 dated the 14th April 1949 from the Chief Electrical Engineer.

Explains the several promotions made by him.

53) Submitted for perusal and orders with reference to para 40. 361

6/4/49 El Secy)

54) Coon 9/4

55) The C.E.E. has explained the basis for his proposals.

NOTE—Contn. Sheet.

Serial No.

56) He states that Seniority and merit and Continued efficiency have been the criteria regulating promotions in grade 50-10-100 to the next grade and has stated that supercessions are necessary to maintain a sense of responsibility and discipline among the employees — not only those affected but that it is more conspicuous on the others who would, it is stated, try to improve their attitude to their duties. It is however, a well recognised psychological fact that the effect of a supercession on a worker is exactly the reverse of that claimed; and also there is every chance of this weapon being used for preferring favoured persons and ignoring the just claims of persons in disfavour based only on personal predilections. It is altogether a risky principle and has given room for numerous Complaints in the Department.

57) Another procedure adopted — that of promoting certain junior men to a higher grade over the heads of many seniors on the ground that they had special qualifications for certain jobs also appears to create Confusion and heartburn. When a man has a special talent for a certain job he may be posted to the job without disturbing his position in the gradation list. He may be placed O.O.D. and given a charge allowance or Duty allowance so long as he continues there. As at present any gradation list would be hardly be at all possible or useful for any

Promotion of Unqualified Hands

Serial No.

Ltr 3196/Elec

O ... 68/07 ... 12/4 ...

purpose since there appears to be no fixity of rank for any.

58) As however no useful purpose would be served now by following up the above points the proposals of the C. E. E. may be accepted as already ordered

(Min for Law & Labour)

Hws 12.4.49

59) Dom 12/4

I hate supercessions; but sometimes they are inevitable.

KGB 13/4

Hws 14.4.49

Dom 14/4

60) A draft G.O. is put up for approval This may perhaps issue after perusal by the Minister for Law & Labour.

(C Secy).

61) Dom 18/4

18/4 19/4

62) For perusal. Approval is necessary for the last para of the G.O. re. supercessions.

(Min for Law & Labour)

Hws 19.4.49

Dom 19/4

63) KGB 20/4

Office of the Minister for Law & Labour. 6931 20/4/49

Ho

64) Issue

Hws 21/4/49

Dom 21/4

NOTE—Contn. Sheet.

18

Promotion of unqualified hands to the grade Rs. 100-10-150

File No. 33 of 1946.

General and Revenue Secretariat

Serial No.

GO No EDS 4087-89/Eled 33-46-94

Dated 27th April 1969.

To The C.E.E

Comptroller -

The Audited Elect Dept

Sanctions the promotion of certain executive subordinates in Grade 50-5-100, in grade of Rs 100-10-150 against Vacancies available in the Grade

D.O. letter No. 1850 dated the 24th May 1969 from the Chief Electrical Engineer.

Requests that para 2 of the G.O. dated the 27th April 1969 may be modified.

65) Orders of the Minister for Land & Labour :-

P.W.D. Secretary.

I have had a talk with the CEE. He explained to me the difficulty of the situation arising out of the rule now issued. It may be modified as suggested by him in this letter.

Intd. K.T.B.
5/8.

Promotion of unqualified Koen to the grade of Rs. 100-10-130-EB

General and Revenue Secretariat | File No. | of 194 . | [App. F. III–2

3196/3609

Serial No.

66) Kind reference is invited to paras 35, 56 and 57 of the notes, where the several supercessions made by the DRR. have been discussed at very great length. It may not be out of place if it is stated that supercessions are made too frequently in the promotions from grade to grade and observations have been made several times over these glaring supercessions and the orders of Govt. have also been communicated to the DRR. from time to time. Supercessions, whether temporary or permanent, will have the adverse effect on the efficiency of the officers who are thus superceded.

67) Submitted for orders. The G.O. dated the 27th April 1949 was issued with the approval of the Minister for Law & Labour.

Submitted for orders vide reference 6

9/5

Para 65 above

9/5

68) The supercessions whether temporary or permanent will have adverse effect on the efficiency of the Officers, who are superceded.

NOTE—Contn. Sheet.

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Serial No.

69) If the Officers are found not capable enough to undertake higher responsibilities it seems but right to supercede them in the interests of efficiency, but if they are superceded without giving them a chance or without any bad remark on them in their previous work it would naturally lead to heart burning and resultant deterioration of efficiency of the Officers affected.

70) If seems necessary, therefore, for the Govt to know the circumstances under which Officers are superseded. There seems to be no harm to know these particulars even for temporary supersession as the Govt. are expected to render justice to all. Under these circumstances it is not necessary to wait for appeals from the affected Officers, who for various reasons may not appeal at all. The Govt. will be in possession of all

VV

3609/Genl

Promotion of unqualified men to higher grades

File No. of 194

General and Revenue Secretariat

Serial No.

the Committee.

74) ~~For further orders re.~~ the issue of the modification of ~~the~~ the G.O. as noted in the minute.

Min for Law + Labour)

Hmm
23/5/49
Dom 23/5

2F 2459 (Since 48 distinction taken separately)

Office of the Minister for Law & Labour.

No. 7785
Date 23/5

75) ~~After~~ all we have to be guided by the Head of ~~the~~ regarding the efficiency of the subordinate officers. we have to trust him to be honest + honourable. To tie up his hands is not the right way either to secure efficiency or even to maintain discipline. we must give him freedom retaining always the right to redress any genuine grievance. I would, therefore, modify para 2 of the G.O. as drafted and issue it thereafter.

RJB
23/5

Hmm
24.5.49
Dom 24/5

Ordered by the Secretary to be kept to file a file address

24/5

76) A draft O.M. is put up for consideration.

25/5/49 A Secy.

77) Dom 25/5

Discuss

78) Issue
Hmm
15/7/49 Dom 18/7

Serial No.

the facts to deal with cases of supersession at any future date.

71) There seems to be need, therefore, to obtain the particulars of Officers even temporarily superseded.

(Secy)

Govt 10/5

72) Reference to Minister's minute para 6 supra.

73) In the linked file on the report of the Committee Constituted to go into the question of these supersessions and the representations from the employees re. the gradation list of the Electrical Dept. this matter has been noted on in detail. From a perusal of it, it appears necessary that Govt. should control the supersessions and determine when they are necessary, even temporarily. It also appears necessary that Govt. be kept informed whenever such temporary or permanent supersessions are proposed to prevent the recurrence of conditions which have rendered the Constitution of this Committee necessary. Unless steps are taken to prevent the occurrence of these conditions, Correction at a later stage would not be possible as has been reported in

NOTE—Contn. Sheet.

Promotion of unqualified officers in Class 5C 5 II C & R Rules

App. F. Ltg 10/1/50

General and Revenue Secretariat | File No. | of 194 .

23

Serial No.

NO EDS 147-97 dtd 33-46-49
Dated 20th July 1949.

To

The Chief Electrical Engineer
The Comptroller to Government
The Auditor, Electrical Department

Directs that Supersessions of a temporary nature in the interest of exigencies of work be made by the CEE and that Supersessions of a permanent nature be adopted after referring to Government giving reasons therefor

---

Letter NO 50085-86 dated the 20th June 1949 from the Chief Electrical Engineer.

Requests ... the G.O. dated the 27th April 1949 be communicated through the Finance Dept.

79) If approved the G.O. will be got typed again & orders communicated through the Finance Dept. Draft & facts are put up.

80) May be done

27/7/49 El. Secy)

Financial Secretary

81)

27/7/49

Dom 27/7

82)

El. Secy)

27.7.49.

Dom 27/7

83)

File By for initials

if the rules are communicated

Note.—Contn. Sheet

25/7/

Dom 29/7

GENERAL & REVENUE SECRETARIAT
U. O. NO. FL. 964
26 JUL 1949
SECRETARY, BANGALORE.

24

File No. 33 — of 1946.

General and Revenue Secretariat

Serial No. 4177 Elect

84) For communication. Financial Branch)

Com 29/7

ft cm 466

Fin Secy has agreed

30/7

85) Issue 30/7/49.

86) Issue 30/7

87)

G.O. No EDS 347-49/Elect 33-46-94

Dated 26th July 1949.

The Chief Electrical Engineer
The Comptroller (thro F.D.)
The Auditor, Elect Department

Sanctions the promotions of certain Executive Subordinates in grade Rs 50-5-100 to Rs 100-10-150 against vacancies available in this grade — and also directs that supercessions be avoided in promotions and that the previous approval of Govt be invariably be obtained to supersede the senior men in cases where this is found quite necessary.

87) A draft letter to the GEEs is put up for approval.

2/8 3/8 El Secy

Com 3/8

Issue
4.8.49
Com 5/8

General and Revenue Secretariat | File No. | of 194 .

Serial No.

No EDS 575/Elect 33-46-98
Dated 10th August 1949.

The Chief Electrical Engineer
States that G.O No EDS 4087-89/Elect 33-46-94 dated 27th April 1949 has been Communicated to the Comptroller to Govt and the Auditor, Electrical Department through F.D. on 30/7/'49

B
3/8/49
57

Note.— Contn. Sheet

Elcl 33-46-40.

TELEPHONE No. 2110
No. 4422
ENCLO. 1 statement in duplicate.
TELEGRAPHIC ADDRESS:
'GOMED'

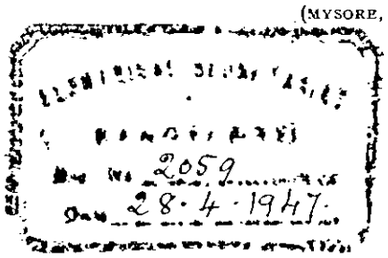
GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER,
Bangalore,...8th April.....194 7
(MYSORE, S. INDIA.)

CONFIDENTIAL.

M.V.R. 26/4/47

The Secretary to the Govt. of Mysore,
Electrical Department,
BANGALORE.



CR 26/4/47

KR 26.4.47

Sir,

Promotion of unqualified hands to grade Rs80-5-125 in Executive Establishment.

Adverting to para 3 of G.O.No.EDS.1756-8/Elcl-251-45-15 dated 23-12-46, stating that previous sanction of Government maybe obtained for promoting unqualified but deserving hands in grade Rs35-5/2-80 to grade Rs80-5-125 in the Executive Establishment, I have the honour to state that I propose to promote the marginally noted officers in grade Rs35-5/2-80 to grade Rs80-5-125 in existing vacancies.

Messrs.	
A.C.Kalyan.	
S.W.Bantleman.	
P.Periathambi.	
G.Thirumala Rao.	
A.R.Krishnaswamy.	
N.Chandrasekhara Rao Naidu.	
T. Sundara Murthy	

25. 40 53 121.

Messrs. A.C.Kalyan, S.W.Bantleman and P. Periathambi were superceded on a former occasion when promotions were ordered in 1945, as they were unqualified and their work was not satisfactory. Messrs.A.C. Kalyan and P.Periathambi have shown some improvement of late and it is therefore deemed desirable to extend to them the benefit of promotion.

As regards Mr.Bantleman, he holds a permanent appointment on Rs120/- p.m. in the old grade of Rs50-10-120, which was since reduced to Rs35-5/2-80 in G.O.No.Fl. 725-8 S&A 24-34-1 dated 24/25-7-1934 and No.Fl.8773-6.S&A.24-34-5 dated 7-6-1935, but he was allowed to retain the old grade, as per Art.87 of M.S.R. His present pay is therefore fixed as Rs80 + P.A.40 in grade Rs35-5/2-80. The admission of such a high personal allowance was objected in audit and hence he is being counted against a permanent vacancy in grade Rs80-5-125 without however promoting him to that grade or allowing any increments. Consequently, one vacancy in grade 80-5-125 and one vacancy in grade 35-5/2-80 are lost, as he did not deserve of further promotion than his present status (and hence benefit of the grade was not given) and as vacancy in the last grade is not released for disposal unless he is promoted to the next grade. As he has shown slight improvement in his work and conduct and as it is desirable to release one vacancy in the last grade for any of the qualified and deserving candidates, I propose to promote him to grade 80-5-125 in an existing vacancy. The financial benefit he derives herein is only an increment of Rs5/- p.m.

As regards the others, Messrs. G.Thirumala Rao, A.R.Krishnaswamy and

P.T.O.

2

N. Chandrasekhara Rao Naidu are eligible for promotion to grade 80-5-125 by virtue of their seniority in grade 35-5/2-80, as found in the gradation lists of August 1941 and March 1944. As their work and conduct being quite satisfactory, it is not desirable to overlook their claims for promotion to higher grade, as the experience that they have acquired is quite valuable to the department. They have, as a matter of fact, been posted for duties in the higher appointments and have proved themselves worthy of those places.

Mr.T.Sundara Murthy possesses good experience of work in Transmission Line Section, both construction and maintenance, and it is therefore desirable that he is promoted to grade 80-5-125 and continued in Transmission Lines Section in the interests of Government work. In recommending his case for promotion, the date of his entry into Electrical Department, merit possessed by him unlike the other unqualified hands who are his seniors have been considered.

Under these circumstances, I would request you kindly to obtain sanction of Government to promote these hands to grade 80-5-125 in existing vacancies. An extract of gradation list of March 1944 showing details about these hands is herein enclosed for the information of Government.

I have the honour to be,
Sir,
Your most obedient servant,

Chief Electrical Engineer.

9/4

MH-[redacted]-CSC.

GOVERNMENT OF MYSORE. ELECTRICAL DEPARTMENT.

Extract of Gradation List of Grade Rs.35-5/2-80 in the Executive Establishment. 4

Sl.No. in Gradation List.	Name.	Designation.	Community.	Date of birth.	Date of entry into Elecl.Dept.	Date of promotion to present Grade.	Date of promotion to present Pay.	Present pay. Rs	Present charge.	Remarks.
	Messrs.									
3.	A.C.Kalyan	Day & Night Trouble Insptr.	Mudaliar	1-6-1896	4-2-24	4-2-1924	4-2-1929	100	Operator, T.G.Hally.	
6.	S.W.Bantleman	Jr.Laby.Asst.	Indian Christian	5-11-1898	1-12-28	1-12-28	27-9-1935	120	Operator, B Station.	
15.	P.Periathambi	Sub-Line and Lamp Inspector.	-do-	25-3-1895	26-12-32	26-12-39	26-12-39	100	B.P.& L.	
25.	G.Thirumala Rao	Meter Inspector	Brahmin	15-9-1903	21-4-32	1-7-33	1-7-41	100	Sr.Operator, Chamarajanagar.	
40.	A.R.Krishnaswamy	Jr.Laby.Asst.	Mudaliar	18-9-1903	22-12-33	1-12-36	1-12-44	80	Trans.Lines Section.	
53.	N.Chandrasekhara Rao Naidu.	-do-	Naidu	15-9-1912	1-12-36	1-12-36	1-12-46	65	Elec.Laby.	Complete Certificate Course in Elec Engg.in School of Engg
120.	T.Sundara Murthy	Sub-Line and Lamp Inspector.	Mudaliar	5-8-08	23-8-37	1-11-41	1-11-45	55	Trans.Lines Section.	

CHIEF ELECTRICAL ENGINEER. 9/9

Confidential

Appendix F. G.—1]

SUBJECT Promotion of unqualified hands to grade Rs. 80-5-125 in Executive establishment

4

Section Elect

File No. 33—46

Serial No. 71

Diary No. of letter replied to.....

Urgent

No. E.D.S. 4263

General and Revenue Secretariat

( )

the 194 .

To.

The Chief Electrical Engineer,
Bangalore

Date of issue 19th June 1947

Signed by Mr. R. Ramakrishna

Sir,

With reference to your letter No 4421 dated the 8th April 1947 on the above subject I am directed to request that the gradation lists relating to the ~~for the~~ grades of Rs. 80-5-125 and Rs. 35-5/2-80 may kindly be forwarded to Govt very early duly verified by the Auditor Elect. dept. Para I am to enquire whether the officials now

List of enclosures..... nil.....

Copied by Cm 18/6

Examined by.....

65

proposed for with promotion are the senior most and whether their promotion would affect prejudicially the claims of those who are qualified and also of those who are senior to them.

I have etc.

RR, 11-6-47.
Secretary to Govt.
Electrical Dept.

1076 Rec'd 13.6.47

Confidential

ELECTRICAL SECRETARIAT,

No. E.D.S. 4263/Genl 33-46-71
Encls.

Bangalore, 19 4 — June 1947

From

The Secretary to Government,
Electrical Department,
Bangalore.

To

The Chief Electrical Engineer
to the Government of Mysore,
Bangalore.

Subject:- Promotion of unqualified hands to grade Rs 80-5-125 in Executive Establishment.

S i r,

With reference to your letter No.4422 dated the 8th April 1947 on the above subject, I am directed to request that the gradation lists relating to the grades of Rs 80-5-125 and Rs 35-5/2-80 may kindly be forwarded to Government very early duly verified by the Auditor, Electrical Department.

2. I am to enquire whether the Officials now proposed for promotion are the seniormost and whether their promotion would affect prejudicially the claims of those who are qualified and also of those who are senior

7

senior to them.

8

I have the honour to be,
S i r,
Your most obedient servant,

R.L. 18/6/47

o/c. Secretary to Government,
Electrical Department.

A.N.18th

Sn

338 19/6. 16-12 P.S.C

Elecl. 33-46-87. 8

TELEPHONE NO. 2110.

IN REPLY REFER TO NO. 4682 ENCLO

TELEGRAPHIC ADDRESS:
"GOMED"

CODES USED
BENTLEY'S LIEBER'S
A. B. C. 6TH EDITION
BUSINESS TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Bangalore, 28th February 19 48
(MYSORE, S. INDIA.)

SECRETARY TO GOVERNMENT ELECTRICAL Date 1/3/48

The Secretary to Government,
Electrical Department;
Bangalore.

Sir,

Mr V.D. 1-3-48

Subject: Promotion of unqualified hands to Grade 80-5-125 (100-10-150) in Executive Establishment.

With reference to your letter No.EDS.2106/Elecl.33-46-R dated the 27th January 1948 on the above subject, I have the honor to state as follows:-

In recommending the promotions of M/s.A.C.Kalyan and other un-qualified hands to grade Rs.80-5-125 with retrospective effect, claims of the marginally noted operators are overlooked. Of these only Mr.H.C.Mallesiah, Item 5 possesses the School of Engineering qualification. His claim was overlooked because he gave room to much complaint from the Public when he was working as Senior Operator, Chamarajanagar and it was considered expedient to administer punishment to him to make him improve his attitude. He has recently shown considerable improvement and orders are under issue promoting him to grade Rs.80-5-125 with effect from 2.12.1945 in an available vacancy.

M/s.
1. C.V.Gopaliah
2. A.Khasim Khan
3. C.A.Manzes
4. T.P.Narasinga Rao
5. H.C.Mallesiah, EE.Lr.
6. A.Seshagiri Rao
7. B.Seshappa
8. M.S.Hari Doss
9. D.Srinivasachar
10. T.Krishnaswamy Naidu
11. P.Krishna Rao
12. R.E.Brookes
13. E.N.Narayana Rao
14. M.A.Rajagopal
15. N.R.Venkoba Rao
16. T.Gopalaraju
17. B.V.Narayana Rao
18. R.Subba Rao

16 in IV 44 46

The claims of the others were not considered as these were then deemed not suited for promotion. Moreover items 2, 4 and 9 have since retired, while item 14 is on leave preparatory to retirement from 19.4.1948. In selecting

9 V606

unqualified hands for promotion, their merit and usefulness to the Department is the main consideration. Some of these have all along ~~counted~~ Continued as Departmental Telephone Operators and they have no experience whatever of work regarding Operation and Maintenance of Stations or Distribution Lines. As they cannot be posted to the responsible duties devolving on hands in grade 100-10-150, their promotions were not recommended. The position will however be reviewed again when vacancies arise in the grade in future and deserving cases out of these recommended for sanction of Government.

Under the circumstances I would request you kindly to obtain sanction of Government to my proposals to promote the un-qualified hands in my letter No.4422 of 8.4.47 so that they may be permitted to avail the benefit of higher appointments the duties of which they are performing satisfactorily.

I have the honor to be,
Sir,
Your most obedient servant,

Chief Electrical Engineer.

The main file on the subject has been sent to the Public Service Commissioner for opinion on 16/2/48 vide D.O.No.910.
This will be moved up along with the main file after its receipt immediately from the P.S.C

24/3

HRC
9.3.48

Confidential 10

Appendix F G—1] No. 4

SUBJECT Promotions of unqualified hands to grade Rs. 80-5-125 (since revised to Rs. 100-10-150)

Section Elect

File No. 33—46

Serial No. 88

Diary No. of letter replied to

No.

To

The Chief Electrical Engineer,
Bangalore

General and Revenue Secretariat
( )
the *19* .

Date of issue 28/4/48

Signed by Mr. P.S. Narasingarao

Sir,

With reference to correspondence ending with your letter No. 4682 dated the 28th February 1948 on the above subject, I am directed to observe that the promotion upto Mr. M. C. Chandrasekhara Rao Naidu involves supersession of Messrs. Menezes & Mallesharya of the gradation list of Rs. 35-5-175 Sl. Nos. 5 and 23 & that Sl. Nos. 9 and 17, Messrs. Syed Jalaluddin

List of enclosures

Copied by 2/4

Examined by

and Sri. Rajasekharaiah have already been promoted, though they are unqualified and that the proposal to promote Mr. T. Sundaramurthy involves the supercession of 15 men, two of whom (Sl. Nos 2 & 46) are seen to be qualified persons. As the reasons for all the above supercessions have not been furnished by you. I am, therefore, to request that the reasons therefor may kindly be furnished now.

I am further to state that

2. The Public Service Commn. has suggested the adoption of the following proportion for promotions to the grade of Rs. 100-10-150:-

1) 3 vacancies may be filled up by promotion of diploma and certificate holders.

2) 2 vacancies to be reserved for graduates as defined in para 2 of Govt. O. No. EDS. 1756-8/Elect. 231-45-15

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

— — — d) 23/12/46 — — —

— 3) 1 vacancy ~~to be filled up~~ by experienced and deserving non-qualified officials working in grade Rs 50-5-100 — — — — —

He has also suggested that promotions should be based on strict seniority, subject to the maintenance of the communal ratio as far as possible i.e. 3 Special to 1 General and that if there are no deserving non-qualified officials available in grade Rs 35-5/2-80 (since revised to Rs 50-5-100), the vacancies reserved for them may be filled up by promoting diploma and certificate holders.

WD 06868—GPP—5,000—9-8-47

13

3. I am, therefore, to request you kindly to intimate whether the above proposals of the P.S.C. are suitable & may be accepted by you very early. Reply in the matter is requested.

I have etc..

BSC
27/4/48
Secretary to Govt,
Elect. Dept.

DS
21/4

KSC
25.4

AD

Confidential

14

NOEDS 3543 /Elect 33-46-88

28th April 1948

Electrical Department, Bangalore.

The Chief Electrical Engineer
to the Government of Mysore,
Bangalore.

Subject:- Promotions of unqualified hands to grade Rs 80-5-125 (since revised to Rs 100-10-150).

Sir,

With reference to correspondence ending with your letter No.4662 dated the 28th February 1948 on the above subject, I am directed to observe that the promotion up to Mr. N.C. Chandrasekhara Rao Naidu involves supercession of Messrs. Menzes and Malleshayya Serial Nos.5 and 23 of the Gradation List of Rs 35-5/2-60, that Serial Nos. 9 and 17, Messrs. Syed Jalaluddin and G. Rajasekhariah have already been promoted, though they are unqualified and that the proposal to promote Mr. T. Sundaramurthy involves the supercession of 15 men, two of whom (Serial Nos. 22 and 46) are seen to be qualified persons. As the reasons for all the above supercessions have not been furnished by you, I am, to request that the reasons therefor may kindly be furnished now.

2. I am further to state that the Public Service Commissioner has suggested the adoption of the following proportion for promotions to the grade of Rs 100-10-150:-

(1) 3 vacancies may be filled up by promotion of diploma and certificate holders.

(2) 2 vacancies be reserved for Graduates as defined in para 2 of Government Order No.EDS.1756-8/Elecl.231-45-15 dated 23rd December 1946.

(3) 1 vacancy be filled up by experienced and deserving non-qualified officials working in grade Rs 50-5-100.

15

He has also suggested that promotions should be based on strict seniority, subject to the maintenance of the communal ratio as far as possible i.e. 3 Special to 1 General and that if there are no deserving non-qualified officials available in grade Rs 35-5/2-80 (since revised to Rs 50-5-100), the vacancies reserved for them may be filled up by promoting diploma and certificate holders.

3. I am, therefore, to request you kindly to intimate whether the above proposals of the Public Service Commissioner are suitable and may be accepted.

A very early reply in the matter is requested.

I have the honour to be,
S i r,
Your most obedient servant,

Secretary to Government,
Electrical Department.

A.N.27th

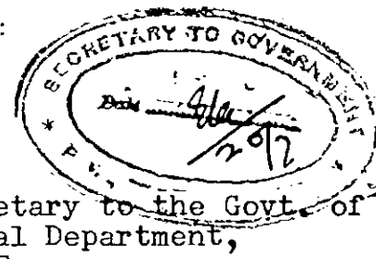
173

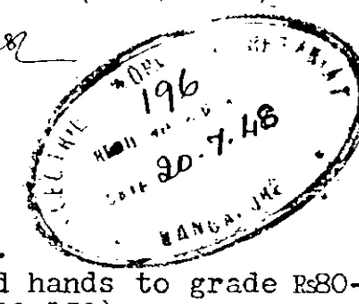
Elcl 33-46-89.16

TELEPHONE No. 2110
No. 2414
ENCLO.
TELEGRAPHIC ADDRESS:
'GOMED'

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER,
Bangalore, 17th July 194 8
(MYSORE, S. INDIA.)





The Secretary to the Govt. of Mysore,
Electrical Department,
BANGALORE.

Sir,

Subject:-Promotion of unqualified hands to grade Rs80-5-125 (since revised to Rs100-10-150).

With reference to correspondence ending with your letter No.EDS-4412/Elcl.33-46-R dated the 28th June 1948, on the above subject, I have the honour to state as follows:-

(a) Promotion of Sri N. Chandrasekhara Rao Naidu involves supersession of the claims of Mr.Menezes only. In sub para 1 to para 1 of my letter No.4682 dated 28-2-48, it is stated that the promotion of Sri H.C.Mallesiah was deferred at first as a disciplinary measure, but he has been promoted to the grade from 2-12-45. If he loses seniority by later promotion, it is due to his own fault in having given room for complaints from his official superiors.

(b) M/s. Syed Jalaluddin and G. Rajasekhariah had been promoted to the grade 80-5-125 in temporary direct vacancies before issue of G.O.No.EDS.1756-8/Elcl.231-45-15 dated 23-12-46 and hence they were continued in the grade. Their promotions were ordered previously in view of the fact that the duties on which they had been employed required hands in grade 80-5-125 to be posted. It was of course taken into consideration that there was scope in consequential vacancies released by promotions to grade Rs125-10-175 to vouchsafe the promotional benefits due to their seniors. Further, the rule requiring sanction of Government to promotions of unqualified hands was not in existence when the promotions of M/s. Syed Jalaluddin and G. Rajasekhariah were ordered and it was assumed that promotions of M/s.G. Thirumala Rao, A.R.Krishnaswamy and N.Chandrasekhara Rao Naidu could be similarly ordered in such vacancies as would ensure them the benefits due by virtue of their seniority.

P.T.O.

Ex 2716 / Bgal 33-46-80 18

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form*).

Subject :- Promotion of unqualified hands to grade Rs. 100-10-150

To

The Secy., Bangalore

Sir,

With reference to the correspondence ending with your letter No 2616 dated the 17th July 1948 on the above subject, I am directed to observe that the claims of two men orig: items 1 and 22, Sri C.V. Govaliah and Sri H.C. Nallesiah, on other duty in the P.W.D. are passed over stating that in case of Sl. No. 22 he gave room for complaint but that he has been promoted

WD 03697—GPB—30,000—2-2-46

17

Hence their cases have been now recommended to Government for orders and in case my proposals are accepted, the benefits of promotion and seniority otherwise due to these hands will be fully available without the slightest loss.

(c) Item 22 of the gradation list of grade 50-5-100 is Mr. H.C.Mallesiah and item 46 is Mri D.V.Krishnachar, they are not superseded by promotion of Sri T. Sundaramurthy. Sri H.C.Mallesiah has been promoted to grade 80-5-125 as stated in sub para (a) above. Mri D.V.Krishnachar has also been promoted to grade 80-5-125 with reference to his position. These items have not been included in the gradation list of grade 80-5-125 sent to Government, as the promotions were ordered after the list was sent to Government.

The other hands referred to by you as superceded are all unqualified and not suited for the responsible posts in grade 80-5-125 (100-10-150) and sub para 2 to para 1 of my letter dated 28-2-48 is self-explanatory about these hands.

Incidentally I wish to mention that all these aspects have been considered and the proposals submitted by me are formulated with a view to extend to each officer the benefit due to him by virtue of merit and seniority. Under the circumstances I would request you kindly to obtain approval of Government to the promotions of the employees proposed by me.

With regard to para 2 of your letter under reply, I wish to state that the recruitment in the department is regulated in accordance with G.O.No.EDS-9-14/C dated 9 October 1943, according to which one in seven vacancies is reserved for promotion of non-qualified hands from the Maintenance Establishment. As this rule is being adhered to, you will find that in the promotion from 50-5-100 to 100-10-150, they get one in seven vacancies and therefore there is no necessity further to regulate their promotion, as suggested by the Public Service Commissioner.

With regard to graduates, I have to invite your kind reference to my U.O.No.4723 dated 17-6-48, on the above subject.

1680 Secy. 5/7/48

I have, etc.,

MH-CSC.

Chief Electrical Engineer.

after the present list was
sent up, that the case
of Sl. No. 1 has been omitted
without assigning any
reasons therefor. I am
further to add that in ~~the~~
~~promotions~~ vetn addition
to the 18 men mentioned
in your letter No. 4682 of 28/2/48,
~~three~~ two others viz. Sl. No. 16 (qualified)
and 44 ~~and~~ are passed over and
that in the promotion of
qualified hands it is seen
that seniority has not been
the criterion for promotion and
that men for lower down
have been put up and promoted
over the heads of qualified seniors,
e.g. items 73, 79, 94, 107 and (68 in
the list of non-permanent hands) //
I am, ~~therefore~~ further, to request
that all the promotions

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form*).

made ~~upto~~ ~~last~~ year in the grade Rs. 100-10-150 may kindly be forwarded for the information of Govt. even though they are within your powers of sanction // as the list of promotions of seven unqualified officials, only one Brahmin has been included, I am to request that one more official of the Brahmin community may be included and a revised statement forwarded for the orders of Govt.

to make up the proportion of 3 : 1 as per recruitment rules

Yours faithfully.

17.1.49

Secretary to Govt.

Genl. Revd. Dept.

17/1

WD 03697—GPB—30,000—2-2-46

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

General and Revenue Secretariat.

No. E.D.S 2716/El.1 33-46-90 Dated Bangalore, 19th January 1949.

FROM

The Secretary to the Government of His Highness the Maharaja of Mysore.

Electrical Department, Bangalore.

To

The Chief Electrical Engineer to the Government of Mysore, Bangalore.

Sir,

Subject: Promotion of unqualified hands to grade Rs. 100-10-150.

With reference to the correspondence ending with your letter No. 2414 dated the 17th July 1948 on the above subject, I am directed to observe that the claims of two men, viz. items 1 and 22, Sri C.V.Gopaliah and Sri H.C.Mallesiah, on other duty in the Public Works Department are passed over stating that in case of Sl.No. 22 he gave room for complaint but that he has been promoted after the present list was sent up, and that the case of Sl.No.1 has been omitted without assigning any reasons therefor. I am further to add that in addition to the 18 men mentioned in your letter No. 4682 dated 28th February 1948, two others viz. Sl.No. 16(qualified) and 44 are passed over and that in the promotion of qualified hands it is seen that seniority has not been the criterion for promotion and that men far lower down have been put up and promoted over the heads of qualified seniors, e.g. items 73, 79, 94, 107 and (68 in the list of non-permanent hands).

I am, further, to request that all the promotions made in the grade Rs. 100-10-150 may kindly be forwarded for the information of Government, even though they are within your powers of sanction.

In the list of promotions of seven unqualified officials, only one brahmin has been included I am to request that one more official of the brahmin community may be included to make up the proportion of 3:1 as per recruitment rules and a revised statement forwarded for the orders of Government.

Yours faithfully,

18/1/49

Secretary to Government,
Electrical Department.

BSP/2/18)

Elec 33-46-91, 33946

TELEPHONE No. 2110.

REPLY REFER TO No. 29775 ENCLO.

TELEGRAPHIC ADDRESS:
"GOMED"

CODES USED
BENTLEY'S LIEBER'S
A. B. C. 6TH EDITION
BUSINESS TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Camp Jog, *Bangalore*, 3rd February 19 49.
(MYSORE, S. INDIA.)

SECRETARIAT (ENGG. BRANCH) 2509

SECRETARY TO GOVT. Dept. Elec 9/2

9.2.49

The Secretary to the Govt. of Mysore,
Electrical Department,
BANGALORE.

Sir,

Subject:- Promotion of unqualified hands to grade ₹100-10-150.

With reference to your letter No. EDS-2716/Elecl. 33-46-90 dated the 19th ultimo, on the above subject, I have the honour to inform you that the conclusions drawn in the 1st para of this letter are not quite correct. Necessary further information is being furnished separately for the information of Government.

2. In this connection I have to state that promotions made in the grade of ₹100-10-150, which are within my powers of sanction, will not be specially furnished to Government, but will be sent up along with the gradation lists, as and when corrections are made.

3. With regard to the last para of your letter, I have to state that communal proportion is not being adopted in this department in effecting promotions from one grade to the other. Therefore the question of including one more official of the brahmin community does not arise. Further I have to state that the proportion fixed for recruitment in the Electrical Department is 2 : 1 and not 3 : 1 as presumed.

4. I therefore request you kindly to obtain and communicate approval of Government to my recommendations already made.

Yours faithfully,

MH-CSC.

Chief Electrical Engineer.

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

No: ED S 32/5/ Confidential 23

Sheet 33 – 46 – 92

Subject:- Promotion of unqualified hands to the grade of Rs. 100–10–150

To Dated 26th April 49.

The Secy, Bangalore

Sir,

With reference to the correspondence ending with your letter No. 29775 dated the 3/8th February 1949 on the above subject, I am directed to invite reference to para 2 of this office letter No. ED S 2716/ Sheet 33-46-90 dated the 14th January 1949 and to state that the Govt. are aware that the Rules regarding promotion/ in the grade of Rs. 100-10-150 are within your powers of sanction and what was required was that such lists may

forwarded to them for their information. I am therefore to request that these lists may kindly be invariably forwarded to Govt. for their, as & when they are made of promotions & appointments are made by you.

2. I am also to request that the information promised by you in para 1 of the letter under reply may be forwarded furnished very early.

Yours faithfully,

Secretary to Govt.
Elec. Dept

17/2

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

No. EDS 3216/Elec 33-46-92 Confidential General and Revenue Secretariat,

Dated Bangalore, 24th February 1949

FROM

The Secretary to the Government of
His Highness the Maharaja of Mysore.

Electrical Department, Bangalore.

To

The Chief Electrical Engineer to the
Government of Mysore, Bangalore.

SIR,

Subject: Promotion of unqualified hands to the grade of Rs. 100-10-150.

With reference to the correspondence ending with your letter No. 29775 dated the 3/8th February 1949 on the above subject, I am directed to invite reference to para 2 of this office letter No. EDS. 2716/Elecl. 33-46-90 dated the 19th January 1949 and to state that Government are aware that the promotions in the grade of Rs. 100-10-150 are within your powers of sanction and that what was required was that such lists may be forwarded to them for their information. I am, therefore to request that these lists may kindly be invariably forwarded to Government, as and when promotions and appointments are mady by you.

2. I am also to request that the information, promised by you in para 1 of the letter under reply, may be furnished to Government very early.

Yours faithfully,

24.2.49

Secretary to Government,
Electrical Department.

VSP/2/23)

Ecd 33-46-93. - 26

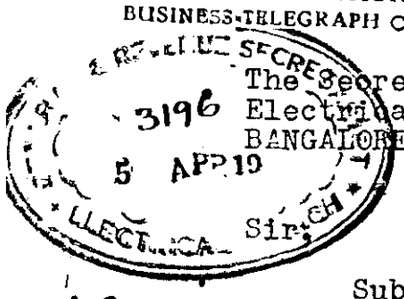
Telephone No. 2110
IN REPLY REFER TO
No. 4982
Enclo
TELEGRAPHIC ADDRESS:
"GOMED"
CODES USED
BENTLEY'S LIEBER'S
A. B. C. 6th EDITION
BUSINESS-TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Bangalore, 1st April 1949.
(MYSORE S. INDIA)

CONFIDENTIAL.



The Secretary to the Govt. of Mysore,
Electrical Department,
BANGALORE.

Sir,

4.4.49

Subject:- Promotions of unqualified hands to the grade of Rs100-10-150 in Executive Establishment.

D).

With reference to para 2 of your letter No.EDS-3215/Elecl.33-46-92 dated the 26th February 1949, on the above subject, I have the honour to state that seniority as well as merit and continued efficiency have been the criteria regulating promotions of employees in grade 50-5-100 to the next grade. This aspect will be clearly illustrated if the latest gradation lists of grade 50-5-100 and 100-10-150 are closely scrutinised. It is inevitable in a technical department that claims of a few senior hands may be overlooked for various reasons so as to maintain a sense of responsibility and discipline among the employees. Unless sufficient discretion is exercised in such promotions the employees are likely to assume that they will secure promotions in the usual course irrespective of continued efficiency or otherwise. The effect of supercessions is not merely on the affected parties, but it is more conspicuous on the others who will try to improve their attitude to their duties. For these reasons claims of some employees were superseded subject of course to review subsequently whenever vacancies in higher grades are filled up.

The supercession of Sri C.V.Gopaliah has been explained in my letter No.Confl.4682 dated 28-2-48 and hence it is not correct to say that no reasons are assigned thereto. The claims of item 16, Sri S.B.Ranga Iyengar, have not been overlooked, as stated by you. He has been promoted to grade 80-5-125 (100-10-150) with effect from

P.T.O.

1-7-44, vide item 9 (non-permanent hands) on page 4 of gradation list of grade 80-5-125 (100-10-150). The name of Sri S.R.Krishnamurthy, item 44 of gradation list of grade 50-5-100 was omitted inadvertantly to be included in my letter No.Cl.4682 dated 28-2-48. At the time of selecting hands for promotion to grade 80-5-125 he was considered as not suitable for the higher appointment. The claims of all the superceded hands will be reviewed before promotions to grade 100-10-150 are ordered in vacancies arising from time to time.

Regarding promotions of the marginally noted qualified employees in preference to their seniors, I wish to state that they were given the benefit of temporary promotion without prejudice to the claims of their seniors, as they were entrusted with important work in view of their experience and location. Sri Y.J. Arthur has been an efficient Transmission Line Inspector while Sri M.Sukumaran has been doing very good work in Hydraulic portion of J.P.S. Janabs Md.Asadulla and Syed Mohideen were promoted, as they were in charge of arduous and responsible work relating to First Stage JPS works at Bhadravati, while Janab Abdul Lateef Khaleel was in charge of important work in connection with preliminary work re: Postwar Electrical Projects. All these promotions have ceased with the cessation of the temporary appointments sanctioned for various works. But Sriyuts Y.J.Arthur and M.Sukumaran have since been promoted to grade 100-10-150 by virtue of their seniority. In this connection I have to mention that merit among the junior employees does require recognition in order not merely to encourage the particular employee but to create an appetite for all round improvement among others. Unless this is done as and when occasions require and justify, I am afraid the department stands to lose the advantage of good technical and administrative talent existing among the employees. Such a loss involves a clear set back in the development of the department upon latest methods. While I have not hesitated to extend any possible encouragement to deserving and meritorious hands, I have been vigilant enough to

Sl.No. in gradation list grade 50-5-100.	Name.
73	Sri Y.J.Arthur.
79	" M.Sukumaran.
94	Janab Md.Asadulla.
107	" Syed Mohideen.
68 in non-pert. list.	" Abdul Lateef Khaleel.

28

safeguard the promotions accruing to employees by virtue of seniority except in cases that require penal measures. I assume that this is the proper procedure.

As regards forwardal of list of promotions to grade 100-10-150 ordered by me from time to time, I wish to state that a copy of the lists will be sent to Government in future.

Yours faithfully,

M. Hungam

MH-CSC.

Chief Electrical Engineer.

G. R. S. App. F VI—G. 3]

29

SUBJECT Promotions of unqualified hands to the grade of Rs. 101-10-150.

Abstract

Diary No. of letter replied to

General and Revenue Secretariat.

( )

the 194 .

Date of issue 27th April 1949.

Signed by Sri K H Seshadri

Section. Elec

File No. 33-46.

Serial No. 94

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read— J.

G.O. No. EDS. 1756-8/Elec. 231-45-15 d/23/12/46 directing among other things that sanction of Govt. should be obtained in each case of promotion of unqualified hands to the grade of Rs. 100-10-150 ~~Order thereon.—No.~~ and that the promotion of such men should normally be limited to the grade of Rs. 50-5-100

2. Correspondence ending with letter No. 4982 dated the 1st/6th

May this be—

(i) printed?

(ii) treated as a Standing Order?

(iii) published in the Gazette, English Part?

(iv) translated?

(v) placed at the disposal of the Press?

(iv) published in the Gazette, Kannada Part?

30

April 1949 from the Secy. forwarding for sanction of Govt. a statement, as per copy accompanying, showing the promotion of certain executive subordinates in grade Rs. 50-5-100 to the grade of Rs. 100-10-150, against vacancies available in this grade.

Order No. EDS. 4087-89/Elect 33-46-94
dt 27th April 1949.

Sanctioned.

2. Govt. direct that supercessions should be avoided in promotions, and that ~~the proposals~~ with the previous approval of Govt. should invariably be obtained to supercede the senior men in such cases where this is found quite necessary.

List of Enclosures
Extract;

For orders.

Copied by

Examined by

To
The Secy.
The Comptroller to Govt.
The Auditor, Elect. Dept.

Secy. to Govt.,
Elect. Dept.

WD 04162—GPB—60,000—23-10-41

GOVERNMENT OF MYSORE. Statement. ELECTRICAL DEPARTMENT.

Extract of Gradation List of Grade Rs. 35-5/2-80 in the Executive Establishment.

Sl.No. in Gradation List.	Name.	Desig-nation.	Community.	Date of birth.	Date of entry into Elecl. Deptt.	Date of promotion to present Grade.	Date of promotion to present Pay.	Present pay.	Present charge.	Remarks.
	Messrs.							Rs		
3.	A.C.Kalyan	Day & Night Trouble Insptr.	Mudaliar	1-6-1896	4-2-24	4-2-1924	4-2-1929	100	Operator, T.G.Hally.	
6.	S.W.Bantleman	Jr.Laby.Asst.	Indian Christian	5-11-1898	1-12-28	1-12-28	27-9-1935	120	Operator, B Station.	
15.	P.Periathambi	Sub-Line and Lamp Inspector.	-do-	25-3-1895	26-12-32	26-12-39	26-12-39	100	B.P.& L.	
25.	G.Thirumala Rao	Meter Inspector	Brahmin	15-9-1903	21-4-32	1-7-33	1-7-41	100	Sr.Operator, Chamarajanagar.	
40.	A.R.Krishnaswamy	Jr.Laby.Asst.	Mudaliar	18-9-1903	22-12-33	1-12-36	1-12-44	80	Trans.Lines Section.	
53.	N.Chandrasekhara Rao Naidu.	-do-	Naidu	15-9-1912	1-12-36	1-12-36	1-12-46	65	Elec.Laby.	Completed Certificate Course in Elecl Engg. in School of Engg.
120.	T.Sundara Murthy	Sub-Line and Lamp Inspector.	Mudaliar	5-8-08	23-8-37.	1-11-41	1-11-45	55	Trans.Lines Section.	

Secretary to Govt, Electrical Dept.

CHIEF ELECTRICAL ENGINEER. 9/4

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS 32
THE MAHARAJA OF MYSORE

R e a d:-

Government Order No. EDS. 1756-8/Elecl. 231-45-15 dated 23rd December 1946 directing among other things that sanction of Governme should be obtained in each case of promotion of unqualified hands to the grade of Rs. 100-10-150 and that the promotion of such men should normally be limited to the grade of Rs. 50-5-100.

2. Correspondence ending with letter No. 4952 dated the 1st/4th April 1949 from the Chief Electrical Engineer forwarding for sanction of Government a statement, as per copy accompanying, showing the promotion of certain executive subordinates in grade Rs.50-5-100 to the grade of Rs. 100-10-150, against vacancies available in this grade.

ORDER NO. EDS. 4087-89/Elecl 33-46-94

Dated, the Bangalore, 27th April 1949.

S A N C T I O N E D.

Government direct that supercessions should be avoided in promotions, and that the previous approval of Government should invariably be obtained to supercede the senior men in such cases where this is found quite necessary.

B/c

for Secretary to Government,
Electrical Department. 26/4

To

The Chief Electrical Engineer.

The Comptroller to Government.

The Auditor, Electrical Department.

ESF/5/22)

STATEMENT.

Sl. No.	Name	Designation	Date of entry into Dept.	Present pay.
				Rs.
1.	A.C. Kalyan	Day & Night Trouble Inspector.	4-2-1924	100/-
2.	S.W. Bantleman	Junior Laboratory Assistant.	1-12-1928	120/-
3.	P. Periathambi	Sub-Line and Lamp Inspector.	26-12-1932	100/-
4.	G. Thirumala Rao	Meter Inspector	21-4-1932	100/-
5.	A.R. Krishnaswamy	Junior Laboratory Assistant.	22-12-1933	80/-
6.	N. Chandrasekhara Rao Naidu	Junior Laboratory Assistant.	1-12-1936	65/-
7.	T. Sundara Murthy	Sub-Line and Lamp Inspector.	23-8-1937	55/-

For Secretary to Government,
Electrical Department.

2/4

Elecl — 33-46-95

Telegrams: "COMED"

MR. M. HAYATH, B.E. (MECH.), B.S.E.E.
Chief Electrical Engineer.

Telephone No. { Office. 2416 / Residence: 2014

OFFICE OF THE CHIEF ELECTRICAL ENGINEER
TO THE GOVT. OF MYSORE.
BANGALORE. (S. INDIA)

D. O. No. 1850

3rd May 1949.

T6655

ELECTRICAL BRANCH * GENERAL & REVENUE SECRETARIAT
MAY 19
3609 Dept.

I wish to note* below para 2 of ~~G.O.No.EDS-4087-89/Elecl.~~ 33-46-94 dated 27th April 1949, and also wish to confirm having personally explained to you the practical difficulties involved in adhering to the Government Order referred to above. I therefore request that Government Order revising the procedure suggested may kindly be caused to be issued. In case of temporary super sessions in the interest of exigencies of work it will be adopted by the undersigned. In the case of permanent supersessions the matter will be reported for the information of Government giving reasons therefor.

"Government direct that supercessions should be avoided in promotions, and that the previous approval of Government should invariably be obtained to supercede the senior men in such cases where this is found quite necessary."

Yours sincerely,

Sri K.T.Bhashyam Iyengar,B.A.,B.L.,
Minister for Law & Labour in Mysore,
BANGALORE.

MH-DMJ.

Elecl 33-46- 35

Telephone No. 2110.
IN REPLY REFER TO
No. 550 85-86
Enclo.

TELEGRAPHIC ADDRESS:
"GOMED"

CODES USED
BENTLEY'S LIEBER'S
A. B. C. 6th EDITION
BUSINESS TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Bangalore, 20 JUNE 1949
(MYSORE S. INDIA.)

GENERAL & REVENUE SECRETARIAT * ELECTRICAL BRANCH * No. 4177 24 JUN 19

SECRETARY TO GOVERNMENT * Date 21.6.49 * N.1

The Secretary to Government,
Electrical Department,
BANGALORE.

Sir,

Promotion of unqualified Operators in grade Rs. 50-5-100 to grade Rs.100-10-150.

Adverting to Government Order No.EDS.4087-89/Elecl.33-46-94 of 27.4.49 on the above subject, I have the honor to - state that my recommendation to promote the employees named therein was submitted in April 1947 with the intention to fix them up in vacancies that could be filled up by me then. The Auditor, Electrical Department is of opinion that the sanction of Government now conveyed in G.O.No. EDS.4087-89 Elecl 33-46-94 dated the 27th April 1949 causes promotion with retrospective effect (in -- vacancies that were definitely allocated to the employees -- under reference) and the consequently extra expenditure is - caused now, and therefore requires the order to be communicated to him through the Finance Department. I would therefore request you kindly to cause the communication of the Government Order to the Auditor, Electrical Department through Finance Department. A copy of the Official Memorandum regarding the promotions will however be sent in due course for the information of Government.

Yours faithfully,

Chief Electrical Engineer

NOEDS 197-99/1 Elec 33-46-96

Dated 20th July 1949

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form*).

Official Memorandum

In partial modification of para 2 of G.O. No. EDS. 4087-89/Elec. 33-46-94 of 27th April 1949, Govt. direct that supercessions of a temporary nature in the interest of exigencies of works may be made by the CEs. and that supercessions of a permanent nature be adopted after reporting to Govt giving reasons therefor.

By Order,

19/7/49

Com 2615 Secretary to Govt,
P 2515 Electrical Dept.

To

The CEs.

The Comptroller to Govt.

10/

The Auditor, Elec Dept

WD 03697—GPB—30,000—2-2-46

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

37

General and Revenue Secretariat,

No. EDS 197-99/Elec 33-46-96 *Dated Bangalore,* 20th July *19* 49.

OFFICIAL MEMORANDUM.

In partial modification of para 2 of Government Order No.E.D.S.4087-89/Elecl. 33-46-94 dated the 27th April 1949, Government direct that supercessions of a temporary nature in the interest of exigencies of work may be made by the Chief Electrical Engineer and that supercessions of a permanent nature be adopted after reporting to Government giving reasons therefor.

By Order,

for Secretary to Government,
Electrical Department.

To

The Chief Electrical Engineer.

The Comptroller to Government.

The Auditor, Electrical Department.

MKR/5

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

38

R e a d :-

Government Order No.E.D.S.1756-8/Elecl. 231-45-15 dated the 23rd December 1946 directing among other things that sanction of Government should be obtained in each case of promotion of unqualified hands to the grade of Rs.100-10-150 and that the promotions of such men should normally be limited to the grade of Rs.50-5-100.

2. Correspondence ending with letter No.4982 dated the 1st/4th April 1949 from the Chief Electrical Engineer forwarding for sanction of Government a statement, as per copy accompanying, showing the promotion of certain executive subordinates in grade Rs.50-5-100 to the grade of Rs.100-10-150, against vacancies available in this grade.

ORDER NO.E.D.S. 347-49/Elect 33-46-94

DATED, THE BANGALORE, 26 JULY 1949.

SANCTIONED.

2. Government direct that supercessions should be avoided in promotions, and that the previous approval of Government should invariably be obtained to supercede the senior men in such cases where this is found quite necessary.

Secretary to Government,
Electrical Department.

To

The Chief Electrical Engineer.

The Comptroller to Government (through the Financial Secretariat).

The Auditor, Electrical Department.

MKR/7

STATEMENT.

Sl. No.	Name.	Designation.	Date of entry into Dept.	Present pay.
				Rs.
1.	A.C. Kalyan	Day & Night Trouble Inspector.	4-2-1924	100/-
2.	S.W. Bantleman	Junior Laboratory Assistant.	1-12-1928	120/-
3.	P. Periathambi	Sub-Line and Lamp Inspector.	26-12-1932	100/-
4.	G. Thirumala Rao	Meter Inspector.	21-4-1932	100/-
5.	A.R. Krishnaswamy	Junior Laboratory Assistant.	22-12-1933	80/-
6.	N. Chandrasekhara Rao Naidu	Junior Laboratory Assistant.	1-12-1936	65/-
7.	T. Sundara Murthy	Sub-Line and Lamp Inspector.	23-8-1937	55/-

Secretary to Government,
Electrical Department.

MKR/7

NoEDS 575 / Elec 33-46-498
Dated 10th August 1949.

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

Subject:- Promotion of unqualified Operators in grade Rs. 50-5-100 to grade Rs. 100-10-150.

To

The CRR.

Bangalore.

Sir,

With reference to the correspondence ending with your letter No. 50085-86 of 20th June 1949 on the above subject, I am directed to state that G.O. No. EDS. 4087-89/Elec 33-46-94 of 27/4/1949 has been communicated to the Comptroller to Govt. & the Auditor Elec. Dept. through the Finance Dept. on the 30th July 1949.

WD 0282—GPB—22,500—14-3-38

41

1949.

yours faithfully,

4.8.49

Secretary to Govt,
Rev. Dept.

3/8

3/2/8

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE. 42

General and Revenue Secretariat,

No. EDS 576/Elecl 33-46-98 *Dated, Bangalore,* 16th August *1949*.

FROM

The *Secretary to the Government of*
His Highness the Maharaja of Mysore.
Electrical Department,
Bangalore.

To

The Chief Electrical Engineer
to the Government of Mysore,
Bangalore.

Sir,

Subject:- Promotion of unqualified operators in grade Rs.50-5-100 to grade Rs.100-10-150.

With reference to the correspondence ending with your letter No.50085-86 dated the 20th June 1949 on the above subject, I am directed to state that G.O.No.EDS. 4087-89/Elecl. 33-46-94 dated the 27th April 1949 has been communicated to the Comptroller to Government and the Auditor, Electrical Department through the Finance Department on the 30th July 1949.

Yours faithfully,

pc Com 7/8

For Secretary to Government,
Electrical Department.

MKR/2